

Speaking points to go with the attachment I sent you earlier.

Procedures hearing on 5/17/04. Most significant changes affect holiday leave, reinstatement including the restoration of leave.

- holiday leave--changing the requirement that to receive holiday pay employees must be at work on paid leave both the day before and after a holiday to employees must be at work or on paid leave either the day before or after the holiday.
- reinstatement--eliminating the 5-year limit (and prior 1-year limit) on reinstatement entirely.
- restoration of leave--adjusting leave earning rates for employees who couldn't reinstate because of the 5- and 1-year limits to an earning rate that reflects all state service in good standing.

These changes are being considered to simplify the reinstatement process and leave calculations. The changes will remove the requirement to calculate and track leave differently depending on when an employee returned to the system.

The changes do not require recalculating leave balances or restoring forfeited sick leave, only to adjust the accrual rate moving forward and restore individual sick leave maximums that were not restored.

Documentation is required to restore accrual rates and employees share the burden of providing official documentation of state service prior to the EMPL system.

The official proposed language will be available by Wednesday afternoon. Anyone who would like to provide written comments on these proposed changes should do so through email to Pat Romero (pat.romero@state.co.us), or if preferred, can testify at the hearing on the 17th.